

Welcome: Aspiring Managers' Information Session

- Organisational Development Manager
- EDI Specialist
- Learning and Development Consultant



Agenda



- Welcome and Introductions from The People Team
- About the Aspiring Managers' Programme
- Next steps
- Q&A



About the Aspiring Managers' Programme



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What is the Aspiring Managers' Programme

- 12-month development programme.
- Monthly themed group workshops.
- Practical elements such as shadowing and cross-department experiences.
- Bi-monthly 1:1 coaching sessions for your personal development.
- Mentoring opportunities
- The aim is to train and develop individuals, to give them a better opportunity to progress their careers at the Council.



What is the Aspiring Managers' Programme



- It is a positive action initiative to address under-representation in senior roles of people from minority ethnic groups, people with a disability and women.
- 9 out of 12 places on the programme will be held for under-represented groups.
- The programme is for aspiring managers in roles at grade 6 or 7 who are looking to develop their career with us.



Why is this a positive action initiative?

- When we look at our workforce profile, we can see that:
- Around 60% of the workforce is female but only 50% of senior roles are occupied by women
- Around 14% of the workforce is minority ethnic but only 9% of senior roles are occupied by minority ethnic employees
- Around 12% of the workforce have a disability but only 2% of senior roles are occupied by those with a disability
- [Positive action in the workplace - GOV.UK \(www.gov.uk\)](https://www.gov.uk)





Claudia B. • Following

16h (edited) ...

Ensuring Mums in Tech win using strategy, allies +...

As a minority, a black mum in tech, #4 speaks volumes [Chris Donnelly](#)

"4. Not everyone starts in the same place
↳ Some people will have a much harder journey to goals than others."

Women

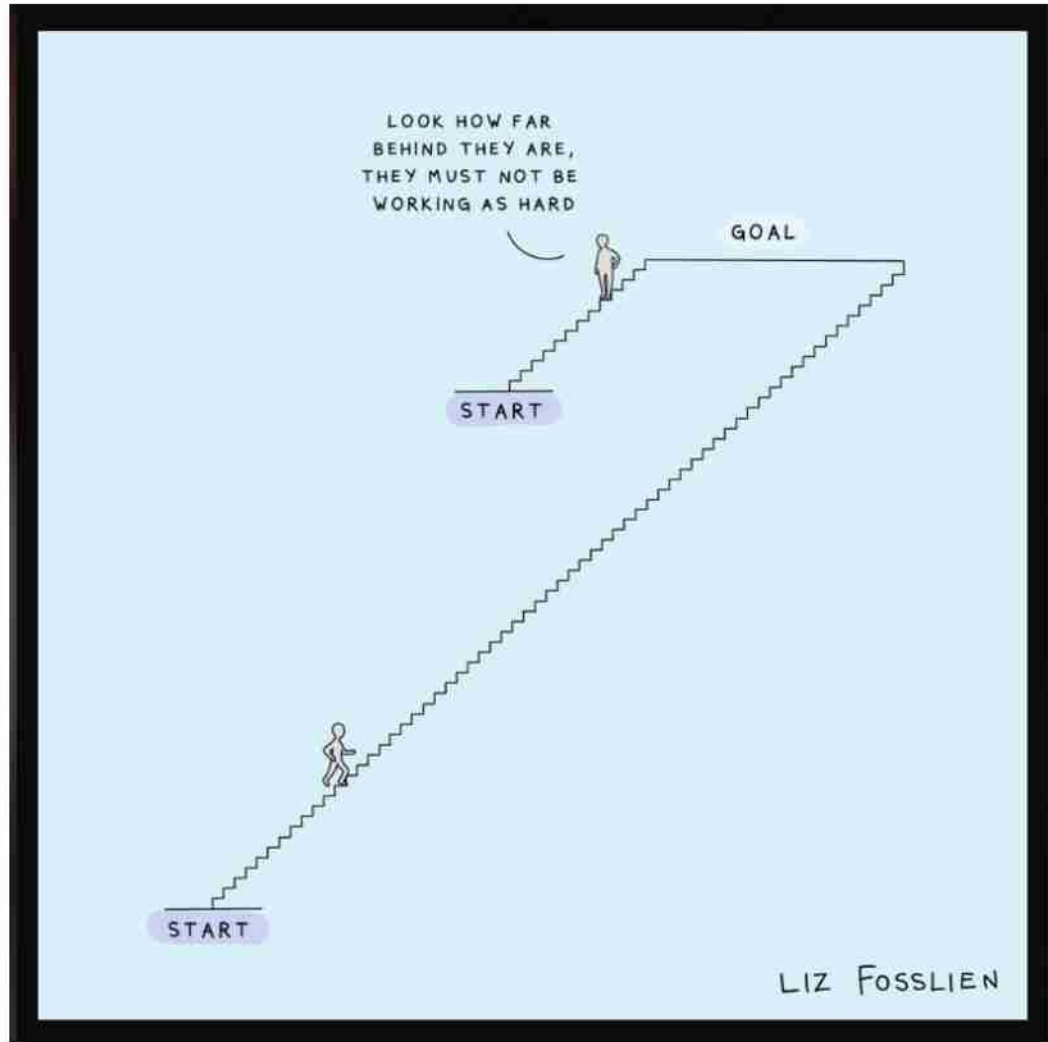
Mothers

people with disabilities

people from foreign backgrounds in a dominant culture

language barriers, access to education

Using your privilege to elevate others and show kindness will break systemic barriers and create an equitable workspace for everyone involved.



What is included?

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Apr-24	Group Inductions
May-24	1. Group Workshop - Self Assessment
May-24	1:1 coaching around self-assessment and personal development plan
Jun-24	2. Group Workshop - Managing Self
Jul-24	3. Group Workshop - Leading people
Jul-24	1:1 coaching, employee led, around personal development plan
Jul-24	Progress review and presentation to Line Manager
Aug-24	4. Group Workshop - Inclusive Leadership
Sep-24	5. Group Workshop - Managing Others
Sep-24	1:1 coaching, employee led, around personal development plan
Oct-24	6. Group Workshop - Stakeholder Relationships
Oct-24	Progress review and presentation to Line Manager
Nov-24	7. Group Workshop - Effective Communication
Nov-24	1:1 coaching, employee led, around personal development plan
Dec-24	8. Group workshop - Wellbeing, Health and safety of Self and others
Jan-25	9. WORKSHOP OR INDUSTRY DAY
Jan-25	1:1 coaching, employee led, around personal development plan
Jan-25	Progress review and presentation to Head of Service
Feb-25	10. WORKSHOP OR INDUSTRY DAY
Mar-25	11. Group Workshop - Self assessment revisited
Mar-25	1:1 coaching, employee led, around personal development plan
Apr-25	12. Group workshop - Employability skills and progression planning
May-25	Impact Review and presentation to CMT
Oct-25	1:1 coaching, employee led, around personal development plan



Who will be supporting me?

- The People Team
- Your line manager
- Heads of service and CMT
- A range of training organisations – in their areas of specialisms
- A coach – 1:1 sessions
- A mentor – internal or external
- Yourself!



Eligibility

- Must be a grade 6 or 7
- Must have passed probationary period
- Hoping to progress in terms of a career in the Council
- 9/12 spaces will be for those who are under-represented according our data
- We are happy to consider others who feel they are disadvantaged by a protected characteristic.
- Full or part time hours – but may need to have some flexibility
- Performance management eligibility will apply



Commitment

- Must have a willingness to progress in the council
- Must be committed to attend all sessions and 1:1's
- There may be workbooks or small evidence documents to complete
- Must be open to impact tracking and measurements
- Must be open to positive change and honest feedback
- Be open to being more visible as the programme goes on
- Willing to complete self-assessments and reflective accounts



Impact Aims and Measures

- For employees to feel that they are valued and that they can see that the council is committed to EDI.
- For doors to development opportunities that leverage the opportunity for those underrepresented to be opened (Measured by surveys and programme feedback)
- For 10 people to fully complete the programme (83%)
- Total of 3 (25%) to have gained a positive outcome within months 9-12 of the start date.
- Total of 4 (33%) to have gained a positive outcome within 12 months following the programme.
- Total of 8 (67%) to have gained a positive outcome within 18 months following the programme.



Impact Aims and Measures

- **Positive outcome examples could include:**
 - Sideways career development
 - Additional responsibilities
 - Leading a project
 - A promotion
 - A grade increase.
- Other measures will include survey results, note in increased confidence, starting measures to end measures/distanced travelled, line manager testimonials.



Next Steps

- Confirm your interest to pursue the programme by **INSERT DATE**
- Speak to your line manager to seek approval to go forward formally
- We will be contacting you to arrange a screening interview/application session
- Places will be allocated based on eligibility and scoring from a diverse panel
- We will need to consider a range of service areas and functions as well as the eligibility criteria
- **Inductions: TBC October 2024**



Any questions



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